

Procurement Disruptors

Our Procurement Disruptors series highlights industry leaders that drive change in the way procurement is being done today. We interview champions to see what they believe are trends in the industry and common pain points.



For this edition of Procurement Disruptors, we had the chance to interview

Lynn Clarfield

Talented Team Leader & S2P Expert

With 15+ years into her procurement career, Lynn is an experienced leader, and has successfully mentored at major telecommunication companies. She continues to seek out new challenges and opportunities for change. She has a proven track record for successfully overcoming various adversities to meet ambitious goals throughout multiple procurement transformations.

Lynn is known for her ability to see the value and potential that individuals bring to the table. This includes the various ETCHers that have had the opportunity to work with her.

Highlights of Lynn's career:

- Lynn started early as a **high performer** upon achieving her Juris Doctor degree from McGill University at the age of 22.
- Lynn later completed her Master's in Law from Cambridge University and is currently studying at Harvard University.
- Her pivotal moment came when she was given the opportunity to **execute independently** on **building** and **training her own team**.

Lynn's Journey in Disrupting Procurement Norms

What are the recurring challenges you have faced during procurement transformations in major telecommunications?

1. **Challenging Status Quo:** Slowly introduce competition to disrupt long-accepted single-source practices.
2. **Lack of Intuitive Technology Advancements:** Sourcing simple commoditized material (e.g. office supplies) can be straightforward. However, corporate approvals can often act as speed bumps by reducing user-friendliness therefore decreasing user adoption.
3. **Adequately Training Users:** Changes should be easy for end-users who are able to train teams and update senior executives, so they look forward to adopting the new change.



How do you take leadership to the next level?

Leaders are meant to create a space where their leadership encourages growth by recognizing the different learning needs and personalities of their team.

1. **Lead with Respect:** Recognize the challenges in your team's daily tasks and work; this will create an open environment for communication and feedback.
2. **Foster Diverse Skillsets:** Be aware of the different skillsets and personalities in your team. It is crucial to create space for all individuals to feel comfortable sharing their ideas and concerns.
3. **Empower Strengths:** Do not focus on areas of weaknesses but rather acknowledge when great work is delivered and encourage them to nurture those skills.



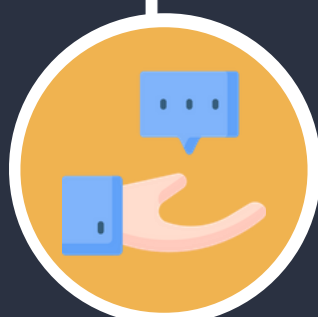
Why would you encourage others to hire ETCH?

1. ETCH's philosophy is based on a **balance** of understanding the sourcing principles, breaking down the pain points while bringing in a **unique perspective**.
2. ETCH **prioritizes** and **caters** their negotiations to focus on what is most important to the clients and how they can add value to their current processes.
3. ETCH brings a tremendous amount of **respect, passion, fun,** and **professionalism** to the workplace while ensuring that they are soft on the people and hard on the facts.



What advice do you have for the next generation of talent?

1. Utilize **transferable skills** to various parts of your career. i.e. In law, you learn excellent reading comprehension; this can be applied in contracts & negotiations in procurement.
2. Have a **natural curiosity, take initiative** and **add value** to your team and senior leadership by leveraging your strengths.
3. Seek **mentorship opportunities** with leaders who are **in sync** with you to sharpen skills and gain confidence in areas that may be challenging to navigate.



"Develop and showcase your strengths; success will follow"

-Lynn Clarfield